

No Fear Act Report

Data as of June 30 - Third Quarter of the Fiscal Year

Complaint Activity	Compared Data					
	2005	2006	2007	2008	2009	2010
Number of Complaints Filed in Fiscal Year	604	568	486	463	501	336
Number of Complaints	542	520	446	423	448	309
Repeat Filers	51	45	33	30	35	22

Complaints by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Race	245	215	177	189	205	115
Religion	26	23	15	9	18	11
Retaliation	267	238	238	199	224	163
Sex	184	190	165	152	187	107
National Origin	93	81	72	65	65	38
Color	81	58	60	58	44	34
Age	191	155	130	118	133	97
Disability	136	146	121	102	116	74
Equal Pay Act	4	0	3	2	6	4

Complaints By Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Appointment	27	26	14	13	15	18
Assignment	78	68	59	75	63	52
Awards	20	12	13	13	10	6
Conversion	0	0	3	0	0	1
Disciplinary Action - Demotion	6	1	3	3	2	2
Disciplinary Action - Reprimand	36	23	18	27	28	14
Disciplinary Action - Suspension	36	34	27	24	25	16
Disciplinary Action - Removal	17	10	16	10	9	9
Disciplinary Action - Other	23	22	21	30	20	18
Duty Hours	32	16	20	17	22	15
Evaluation/Appraisal	125	100	94	107	114	44
Examination/Test	0	2	0	0	2	0
Non Sexual Harassment	186	195	186	134	141	96
Sexual Harassment	24	35	20	30	27	16
Medical Examination	12	4	10	3	4	5
Pay Including Overtime	31	20	19	8	23	14
Promotion/Non-Selection	124	117	89	66	106	56
Denied Reassignment	7	14	10	8	13	8
Directed Reassignment	18	9	15	23	16	18
Reasonable Accommodation	30	39	16	18	24	15
Reinstatement	2	4	2	2	0	2
Retirement	4	4	5	3	4	2
Termination	44	23	35	30	33	18
Terms/Conditions of Employment	67	66	47	69	52	40
Time and Attendance	31	28	38	34	35	15
Training	29	23	21	23	21	13

Other	105	120	112	102	124	87
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Processing Time	Comparative Data					
	2005	2006	2007	2008	2009	2010
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	218	177	182	188	198	195
Average Number of Days in Final Action Stage	136	187	264	232	320	386
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	234	185	201	200	212	197
Average Number of Days in Final Action Stage	82	106	180	90	204	153
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	198	171	165	184	187	193
Average Number of Days in Final Action Stage	202	325	347	337	391	499

Complaints Dismissed by Agency	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Complaints Dismissed by Agency	106	103	59	63	67	59
Average Days Pending Prior to Dismissal	82	133	140	101	59	110
Total Complaints Withdrawn by Complaints	73	84	62	50	45	35

Total Final Action Finding Discrimintaion	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Number Finding	13	2	2	1	1	4
Without Hearing	1	0	0	0	1	3
With Hearing	12	2	2	1	0	1

Findings of Discrimination Rendered by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Number of Findings	13	2	2	1	1	4
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	1(100.00%)	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings After Hearing	12	2	2	1	0	1
Race	0	0	0	0	0	0

Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings Without Hearing	1	0	0	0	1	3
Race	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	0	1(100.00%)	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Number of Findings	13	2	2	1	1	4
Appointment	4(30.77%)	0	0	0	0	1(25.00%)
Assignment	1(7.69%)	1(50.00%)	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	1(50.00%)	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	1(7.69%)	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(15.38%)	2(100.00%)	1(50.00%)	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	5(38.46%)	1(50.00%)	1(50.00%)	1(100.00%)	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	2(15.38%)	1(50.00%)	1(50.00%)	1(100.00%)	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	1(50.00%)	0	0	0	0
Reinstatement	2(15.38%)	0	1(50.00%)	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	2(15.38%)	0	0	0	0	0
Time and Attendance	1(7.69%)	0	0	0	0	0
Training	1(7.69%)	0	0	0	0	0
Other	1(7.69%)	0	0	0	1(100.00%)	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings After Hearing	12	2	2	1	0	1
Appointment	3(25.00%)	0	0	0	0	0
Assignment	1(8.33%)	1(50.00%)	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	1(50.00%)	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	1(8.33%)	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(16.67%)	2(100.00%)	1(50.00%)	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	5(41.67%)	1(50.00%)	1(50.00%)	1(100.00%)	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	2(16.67%)	1(50.00%)	1(50.00%)	1(100.00%)	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	1(50.00%)	0	0	0	0
Reinstatement	2(16.67%)	0	1(50.00%)	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	2(16.67%)	0	0	0	0	0
Time and Attendance	1(8.33%)	0	0	0	0	0
Training	1(8.33%)	0	0	0	0	0
Other	1(8.33%)	0	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2005	2006	2007	2008	2009	2010
Findings Without Hearing	1	0	0	0	1	3
Appointment	1(100.00%)	0	0	0	0	1(33.33%)
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0

Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	1(100.00%)	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2005	2006	2007	2008	2009	2010
Total Complaints From Previous Fiscal Years	213	212	226	206	219	340
Total Complainants	194	193	213	196	207	303
Number of Complaints Pending in Investigation	9	14	18	13	8	36
Number of Complaints Pending in Hearing	97	76	76	82	122	177
Number of Complaints Pending in Final Action	104	119	125	107	89	127
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	140	158	159	167	172	186

Complaint Investigations	Comparative Data					
	2005	2006	2007	2008	2009	2010
Pending Complaints Where Investigation Exceeds Required Time Frames	162	124	126	120	127	211